

LEXINGTON SCHOOL DISTRICT ONE
Board Meeting Minutes
January 10, 2023

The Lexington County School District One Board of Trustees held a meeting on Tuesday, January 10, 2023, in the Lexington County School District One's Central Services Building One located at 100 Tarrar Springs Road in Lexington, South Carolina. The meeting was livestreamed on the Lexington One YouTube channel and a video of the meeting has been uploaded to the YouTube channel and LexOne video website. It is also on the Board Meeting Agendas and Minutes webpage.

Board Members: Chair Anne Marie Green, Mike Anderson, Vice Chair Kathy Henson, Katie McCown, Brent Powers, Chris Rice, and Secretary Beth Shealy.

1.0 Call to Order 5:30 P.M.

Chair Green called the meeting to order.

2.0 Executive Session

Chair Green called for a motion that the board enter executive session. A motion was made to enter executive session to discuss employment recommendations for the 2022–23 school year, personnel matters related to the district's organizational structure, and to receive legal information in the matter of the S.C. Freedom Caucus vs. Lexington County School District One. The motion was seconded and approved.

Motion	Second	Action
Anderson	Henson	Approved Unanimously

3.0 Adjourn Executive Session

Chair Green called for motion to conclude executive session and return to general session. A motion was made, seconded and approved.

Motion	Second	Action
Anderson	Rice	Approved Unanimously

4.0 Call to Order General Session

Chair Green called to order the general session of the January 10, board meeting at 6:06 p.m. The district is in compliance with the S.C. Freedom of Information Act by notifying the media of the date, time and place of the meeting. The district tapes the meeting for accuracy in preparing the minutes. Mrs. Katie McCown led the Pledge of Allegiance.

5.0 Approval of the Agenda

Chair Green called for a motion to approve the agenda as presented. A motion was made, seconded and approved.

Motion	Second	Action
Henson	McCown	Approved Unanimously

5.0 Consent Agenda

5.1 Approval of Minutes of December 6 and 13, 2022 Board Meetings

5.2 Student Travel Requests (Policy IJOA, Student Travel)

Chair Green called for a motion to approve the consent agenda as presented. A motion was made, seconded and approved.

Motion	Second	Action
Henson	Anderson	Approved Unanimously

6.0 Reports and Action Items, if needed, from Executive Session

Employment Recommendations for the 2022-2023 Academic Year

Chair Green called for a motion to approve three certified recommendations for the 2022-2023 academic year. A motion was made, seconded and approved.

Motion	Second	Action
Shealy	Henson	Approved Unanimously

Chair Green called for a motion to approve one administrative recommendation for the 2022-2023 academic year. A motion was made, seconded and approved.

Motion	Second	Action
Henson	Rice	Approved Unanimously

Chair Green called for a motion to accept the newly hired support staff report for 2022-2023 as presented by administration. A motion was made, seconded and approved.

Motion	Second	Action
Anderson	Rice	Approved Unanimously

The board discussed personnel matters related to the district’s organizational structure with the Superintendent. No action is necessary.

The board also received legal information in the matter of the S.C. Freedom Caucus vs. Lexington County School District One. No action is necessary.

7.0 Honors, Achievements and Special Recognition

The Board of Trustees and Superintendent Postlewait recognized the “We the People” team from River Bluff High School for placing first at the state level “We the People” competition sponsored by the S.C. Bar Association's Law Related Education Division. The board honored the top ten finalists for district Teacher of the Year. The Board of Trustees was honored by the district as January is School Board Appreciation Month. The board signed the S.C. School Board Member Ethical Principles poster earlier in the evening (on display at the meeting).

8.0 Superintendent’s Report

8.1 Superintendent’s Update — Superintendent Dr. Gerrita Postlewait

- Replace Tuition-Based 4K to admit students on waiting list (Priority 1)
- Reorganization required in superintendent’s contract
- Discussion of Mid-Year Review Process: Superintendent’s Job Performance (Evaluation Tool)
- Establish times for finance and facilities workshops (2) — Jan 24 and 31, 5 P.M. (Priority 6)
- Update: 5-year Strategic Plan Process (Priority 6)
- Employee Recruitment Fair (Priority 4)

Dr. Postlewait thanked the board for providing a meaningful working environment for all district employees. She reviewed the planning process for the strategic plan. The district will begin work to determine if the Profile of the South Carolina Graduate meets the needs and expectations of Lexington One. This work will include stakeholder feedback. Five community meetings are being planned to gather such feedback (tentatively scheduled for February 2, 7, 9, 21 and 23). In May, the board will review and finalize the profile. She also proposed that the board hold a retreat to identify priority and desired outcomes for the five year strategic plan. A group of teachers will also be working this summer to provide input on key elements of instruction that would be most impactful to student learning.

Mrs. Gaskins discussed kindergarten readiness and potential changes and expansion to those pre-kindergarten (Pre-K) development programs. The district currently has 24 general education 4K classrooms, three of which

are tuition-based. With a current waiting list of over 500 children for the needs-based classrooms, the district is proposing changing those three tuition-based classrooms into needs-based classrooms. This would allow the district to serve approximately 60 more children from the waiting list. As the district expands preschool offerings across the district, state CERDEP funds will be leveraged to help us operate needs-based classrooms.

Mrs. Price gave the board an update on teacher recruitment. The district will hold its annual Teacher Recruitment Fair on January 21. Her team continues to recruit year round and is working on retention strategies and opportunities to develop teacher and leadership pipelines. One of those pipelines is the USC partnership presented by Dr. Osborne-Smith. Dr. Postlewait reviewed status on a few of her contractual requirements, including three items that are complete, and two that are in progress. She was charged with conducting an evaluation and reorganization of district administration. She presented a new organization chart including a deputy superintendent position which will be posted January 11. The new organization structure will have the principals reporting to the superintendent through the deputy superintendent. She asked the board for a mid-year performance review to receive feedback on current performance prior to the annual superintendent evaluation. Finally, Dr. Postlewait reviewed six key performance indicators (KPIs) which have been drafted with input of stakeholders. These KPIs will be used to provide feedback to the public on the progress of the district. There are two upcoming board workshops - a budget workshop on January 24 and a facilities workshop on January 31.

8.2 USC Partnership Update (Priority 4)

Dr. Osborne-Smith provided an overview of the Educational Leadership partnership program with the University of South Carolina (USC). She recognized USC team members integral to the partnership - Dr. Cindy Van Buren, Dr. Jeff Eargle, Dr. Peter Moyi and Dr. Suzy Hardie in the university's Education Leadership and Carolina CrEd departments. Both organizations have a mission to prepare educators to be compassionate and creative advocates. This partnership will help grow leaders both in Lexington One and across the state. The partnership focused on providing the Educational Leadership (EDLP) master's degree program to a cohort of 22 Lexington One employees who will graduate from the program in the Spring 2023. Through this program, the individual members not only benefit by receiving their EDLP master's degree but it prepares these graduate students to transition to practicing leaders in Lexington One. The partnership also allowed Dr. Osborne-Smith to collaborate with the university to help redesign the EDLP coursework.

9.0 Citizens' Participation

Chair Green reviewed the citizens' participation guidelines.

Shavell Barnwell and Fynale Barnwell, residents of Lexington, addressed the board regarding an incident between their high school daughter and a staff member. The results of the investigation were not to their satisfaction.

Marissa Barnwell, student, addressed the board about the incident with a staff member at her high school. She also indicated that a subset of students, specifically black females, did not feel comfortable at their school and felt there was discrimination.

The following parents and one student addressed the board about the possible closure of the German immersion program at Deerfield Elementary School. They advocated for the continuation of the program and gave their rationale regarding advantages of this immersive language program.

Natalie Guenther, Madison Gunther (student)
Hailey Hodge
Michelle Yandle

The following district German teachers addressed the board about the advantages of the German immersion program and the value to the graduates of this program.

Logan Westmoreland, Deerfield Elementary School German immersion teacher
John Hendrix, Lexington High School German teacher
Caroline Oates, White Knoll High School German teacher
Kelly Jones, Pleasant Hill Middle School German teacher

Leesue Kim, resident of Lexington, addressed the board about the costs to families for a 2022 DECA trip and her experiences in getting the information through the Freedom of Information Act (FOIA) process.

10.0 New Business

10.1 Introduction — Annual Policy Review Calendar and Process — Dr. Postlewait

Dr. Postlewait and the board discussed a process to review and update board policies. She suggested the district request the South Carolina School Boards Association model policies. Each division would take responsibility to bring policy recommendations to the board according to a schedule over the next 12-14 months. The B section policy updates remain with the board. The board concurred with the plan.

10.2 First Reading — Policy JICA Dress Code — Clark Cooper, Interim Chief Student Services Director

Dr. Postlewait reported that the second reading of Policy JICA incorporates board feedback from the December board meeting. She asked that that board allow the district and school administration to control setting guidelines and enforcing the new policy which would be effective for the Fall 2023 semester. If the board is not satisfied with the administration's implementation, they can reintroduce policy changes. Mr. Cooper reviewed the Policy JICA and JICA-R updates. Policy JICA did not change. He referenced changes to language in JICA-R, the administrative rule. Second reading will be presented for adoption at the February meeting.

10.3 First Reading — Policy GBEA, Staff Ethics/Conflict of Interest — Devona Price, Chief Human Resources Officer

Mrs. Price reviewed changes to the nepotism section of Policy GBEA. Second reading will be presented for adoption at the February meeting.

10.4 First Reading — Removal of Policy GBEEA-R — Identification Procedures — Devona Price

Mrs. Price reviewed the request to delete GBEEA-R as it is incorporated in another policy. Second reading will be presented for removal at the February meeting.

10.5 First Reading — Policy DB Annual Budget — Jennifer Miller, Chief Financial Officer

Ms. Miller reviewed the one revision to policy DB which updates the percentage of fund balance to comply with SC code. Second reading will be presented for adoption at the February meeting.

10.6 First Reading — 2023–24 Board of Trustees Meeting Dates — Libby Roof, Chief Communications Officer

Mrs. Roof presented the proposed board meeting dates for the 2023-24 fiscal year. The board generally meets on the third Tuesday of the month; however, the district recommends changes to certain dates for holidays or administrative meetings. She reviewed the regular board meeting dates, workshops, and additional meetings as needed. Chair Green asked that the board meeting policy be updated to incorporate a change in meeting start time to 6:00 pm. The policy currently says the meetings begin at 7:00 pm, however, in 2022 the board agreed to an interim change to a 6:00 pm start time. Second reading will be presented for adoption at the February meeting.

10.7 Introduction — Policy JICJ Use of Personal Communication Devices, Clark Cooper

Mr. Cooper introduced revisions to Policy JICJ regarding cell phone usage for students. The policy was last updated in 2016. The policy has been reviewed and feedback provided by the Student Advisory Council and reviewed by principals. The revisions pertain to consequences for cell phone violations. The board suggested that once the new policy is adopted that it not only be part of the Student Handbook but also be communicated via some other method, such as being a part of the school registration paperwork.

10.8 Introduction — Policy GCQE Retirement of Professional Staff — Devona Price

Mrs. Price introduced revisions to Policy GCQE regarding retirement of professional staff. It has been updated to comply with current retirement rules and regulations. First reading will be presented at the February meeting.

11.0 Action Items

11.1 Policy BD, BD-R Organization of the Board — Vice Chair Kathy Henson

Vice Chair Henson said that because the ad hoc committee does not currently exist due to two of its three members rotating off this past November, she moved that the board send policy BD and BD-R to the administration and ask them to bring it back for first reading to include the recommendations that were given from the board at the November meeting.

Motion	Second	Action
Henson	Rice	Approved Unanimously

Discussion: The board tabled these two motions due to a last minute recommendation by a board member. While the board collectively supported the recommendations, due to the late addition the board wanted to pause on approval. Since the ad hoc committee no longer exists, the best way to bring it back for adoption is to ask administration to bring it to the board for approval. Chair Green said that in the absence of BD-R policy revisions, she asked Vice Chair Henson to serve as the parliamentarian in the interim until the policy revisions are final.

11.0 Adjourn


Chair Green reported that due to changing this meeting to the second Tuesday vs. the third Tuesday, all financial numbers for the month of December have not yet been reported. The December financial statements will be provided to the board at the January 24 board workshop. Chair Green gave a report on the recent SCSBA board of directors meeting that she attended.

Chair Green called for a motion to adjourn. A motion was made, seconded and approved. The meeting adjourned at 8:00 p.m.

Motion	Second	Action
Anderson	Henson	Approved Unanimously

Respectfully submitted:

Prepared by:


Beth Shealy
Secretary


Tracy Halliday
Executive Administrative Assistant